



### Apprenticeships

Apprenticeship is both an ancient tradition and a highly-effective modern training method. An apprentice is a person who works in a specific occupation in order to learn a trade. In the United States, there are half a million registered apprentices in training.

More than 800 occupations provide apprenticeships across the nation. Most are in the fields of construction, manufacturing, transportation and service industries. The South Dakota Child Care Apprenticeship Program is an employer-based program administered by the SD Department of Social Services' Child Care Services Program. It uses the model of combining education and on-the-job work experience. The goal is to not only improve the quality of skilled child care workers, but to also improve their compensation and professional status.

### More Information

For more information on the SD Child Care Apprenticeship Program, call Child Care Services at:  
1-800-227-3020 or (605) 773-4766.

### Visit Us on the Web at:

[www.dss.sd.gov/childcare/training/apprenticeship.asp](http://www.dss.sd.gov/childcare/training/apprenticeship.asp)



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# Child Care Apprenticeship Program



Department of Social Services  
**Child Care Services**

Recruitment and retention of quality staff is a critical concern of child care centers. In South Dakota, turnover in some child care centers is as high as 60 percent annually.



The South Dakota Child Care Apprenticeship Program has been created to reduce staff turnover in child care centers and increase the supply of well-trained child care workers. The goal is to help stabilize the child care work force and improve the quality of care that all children receive.

### Apprenticeship Program

The Child Care Apprenticeship Program is a service provided by the South Dakota Department of Social Services' Child Care Services Program. Apprenticeship offers affordable training and mentoring to those who work with children in licensed child care centers and Head Start programs.

Child care apprentices must complete 4,000 hours of on-the-job work experience with a child care program and 300 hours of classroom instruction. Those who complete this program receive a Child Development

Associate (CDA) credential and an Apprenticeship Certificate.

### Apprenticeship Training

The first year of the program provides 150 hours of training including SD Child Development Associate (CDA) and apprenticeship supplemental training. The training includes classroom and distance education training methods. Agreements with higher education institutions have been developed that recognize the first year of training for the equivalent of approximately 11 college credits.

The second year of the program includes 150 hours of training, offered through tribal colleges and state universities, for a total of 12 college credits. The courses are delivered via Digital Dakota Network (DDN) and the Internet as an added convenience for students.

In completing the apprenticeship



training, students will have the opportunity to transfer earned college credits to a participating college or university. Scholarships are available to students to help offset the cost of the training.

### Candidates for Training

People who should consider becoming an apprentice are those currently working in an early childhood program who are committed to their work, eager to continue their education, and have the desire to gain knowledge and skills to meet the needs of children. The apprentice's employer must also become a Registered Apprenticeship Site by agreeing to meet the SD Child Care Apprenticeship Program standards.

### Employer Benefits

- Decreased employee turnover.
- Increased recruitment incentives that attract high-quality applicants who are motivated to succeed.
- Improved employee problem-solving skills and versatility of the work force.
- Enhanced employee relations by developing a collaborative commitment to achievement.
- Enhanced quality of services offered to children and families.